



The Commonwealth of Massachusetts  
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Department of Public Health  
William A. Hinton State Laboratory Institute  
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TO: Dennis Johnson  
FROM: Julianne Nassif  
DATE: February 25, 2009

**RE: Recommendation for Appointment – Laboratory Supervisor 1 - J17150**

The posted vacancy announcement for a Laboratory Supervisor 1 in the Forensic Drug Laboratory attracted 4 resumes, all from internal candidates. After the initial screening each of the four applicants was granted a personal interview which was conducted jointly by Charles Salemi, Paul Servizio and me.

Michael Lawler - Mr. Lawler has considerable forensic drug testing experience but lacks the chain of custody, evidence handling and computer skills required for this position.

Elisabeth O'Brien – Ms. O'Brien has worked for 18 years in forensic chemistry. She has considerable experience in analytical testing, protocol development, evidence handling, computer data management and chain of custody. Ms. O'Brien has superior communication skills and is equally comfortable interacting with a variety of clients and stakeholders (chemists, police, district attorneys and judges). She is currently performing many of the the duties of this position in her current role. Ms. O'Brien is the recommended candidate for this vacancy.

Daniel Renczkowski - Mr. Renczkowski has 4 years experience working in the forensic drug laboratory. Mr. Renczkowski's responsibilities have been limited to the analytical aspects of the laboratory operation and as such he lacks the evidence handling and chain of custody knowledge required for this leadership position.

Della Saunders - Ms. Saunders has considerable experience related to forensic drug analysis. She has some knowledge of evidence handling and chain of custody procedures. She lacks the protocol development experience required for this position.